

State of California

M E M O R A N D U M

TO: PERSONNEL MANAGEMENT LIAISONS **DATE:** September 26, 2003
REFERENCE CODE: 2003-038

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Employee Relations Officers
Personnel Officers

FROM: Department of Personnel Administration
Labor Relations Division

SUBJECT: 2004 Employer Health Benefits Contribution

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Effective January 1, 2004, the monthly employer contribution for health benefits for those units that have reached collective bargaining agreements with the State are as follows:

Units 1,4,9,10,11,14,15,20,21 (Non-CoBen)

Employee	\$258
Employee plus 1 dependent	\$514
Employee plus 2 or more dependents	\$661

Units 8,16,17,19 (CoBen Allowance)

Employee	\$300
Employee plus 1 dependent	\$582
Employee plus 2 or more dependents	\$756

Unit 5¹

Employee	\$263
Employee plus 1 dependent	\$523
Employee plus 2 or more dependents	\$673

¹ Bargaining Unit 5 will allocate a portion of the 2004 dental contribution to increase the employer share for health benefits.

Excluded Employees (CoBen)

Employee	\$302
Employee plus 1 dependent	\$593
Employee plus 2 dependents	\$768

To date, the following bargaining units have not reached agreement with the State. Until further notice, the employer health benefits contributions will remain as follows:

Units 3,12,13 (Non-CoBen)

Employee	\$226
Employee plus 1 dependent	\$450
Employee plus 2 or more dependents	\$589

Unit 6

Employee	\$212.69
Employee plus 1 dependent	\$461.69
Employee plus 2 or more dependents	\$625.69

Units 2,7²,18 (CoBen Allowance)

Employee	\$266
Employee plus 1 dependent	\$515
Employee plus 2 or more dependents	\$679

If you have questions regarding the information provided above please contact Pam Manwiller at (916) 324-0476.

Michael T. Navarro,
Chief of Labor Relations

² The State and Unit 7 have reached agreement on the new 2004 employer contribution; however the agreement has not been ratified by the Legislature. Until further notice, represented employees in Unit 7 will continue to receive the 2003 CoBen allowance.